

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2531
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State: Utah
Area: Utah Statewide

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.60
Accounting Clerk II	8.64
Accounting Clerk III	10.64
Accounting Clerk IV	12.50
Court Reporter	11.00
Dispatcher, Motor Vehicle	11.00
Document Preparation Clerk	8.28
Duplicating Machine Operator	8.28
Film/Tape Librarian	9.78
General Clerk I	6.68
General Clerk II	7.81
General Clerk III	8.28
General Clerk IV	9.97
Housing Referral Assistant	12.56
Key Entry Operator I	7.97
Key Entry Operator II	9.47
Messenger (Courier)	6.68
Order Clerk I	8.87
Order Clerk II	10.24
Personnel Assistant (Employment) I	9.76
Personnel Assistant (Employment) II	10.76
Personnel Assistant (Employment) III	11.31
Personnel Assistant (Employment) IV	12.56
Production Control Clerk	12.56
Rental Clerk	9.78
Scheduler, Maintenance	9.78
Secretary I	9.78
Secretary II	11.00
Secretary III	12.56
Secretary IV	14.94
Secretary V	16.19
Service Order Dispatcher	9.78
Stenographer I	10.35

Stenographer II	11.63
Supply Technician	14.94
Survey Worker (Interviewer)	11.00
Switchboard Operator-Receptionist	7.90
Test Examiner	11.00
Test Proctor	11.00
Travel Clerk I	8.68
Travel Clerk II	9.22
Travel Clerk III	9.66
Word Processor I	8.43
Word Processor II	11.42
Word Processor III	12.65

Automatic Data Processing Occupations

Computer Data Librarian	8.56
Computer Operator I	8.56
Computer Operator II	10.82
Computer Operator III	14.06
Computer Operator IV	15.32
Computer Operator V	16.97
Computer Programmer I (1)	13.77
Computer Programmer II (1)	15.92
Computer Programmer III (1)	19.56
Computer Programmer IV (1)	23.68
Computer Systems Analyst I (1)	19.33
Computer Systems Analyst II (1)	22.93
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	8.56

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	15.86
Automotive Glass Installer	14.43
Automotive Worker	14.43
Electrician, Automotive	15.23
Mobile Equipment Servicer	12.84
Motor Equipment Metal Mechanic	15.86
Motor Equipment Metal Worker	14.43
Motor Vehicle Mechanic	15.02
Motor Vehicle Mechanic Helper	11.89
Motor Vehicle Upholstery Worker	13.64
Motor Vehicle Wrecker	14.43
Painter, Automotive	15.23
Radiator Repair Specialist	14.43
Tire Repairer	12.41
Transmission Repair Specialist	15.86

Food Preparation and Service Occupations

Baker	10.08
Cook I	8.91

Cook II	10.08
Dishwasher	6.58
Food Service Worker	6.58
Meat Cutter	10.08
Waiter/Waitress	7.16

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	15.76
Furniture Handler	10.31
Furniture Refinisher	15.76
Furniture Refinisher Helper	11.89
Furniture Repairer, Minor	13.64
Upholsterer	15.76

General Services and Support Occupations

Cleaner, Vehicles	6.58
Elevator Operator	6.58
Gardener	8.91
House Keeping Aid I	5.99
House Keeping Aid II	6.58
Janitor	7.56
Laborer, Grounds Maintenance	7.16
Maid or Houseman	5.99
Pest Controller	9.50
Refuse Collector	6.58
Tractor Operator	8.33
Window Cleaner	7.16

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.06
Licensed Practical Nurse II	10.18
Licensed Practical Nurse III	11.39
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.64
Registered Nurse II	16.86
Registered Nurse II, Specialist	16.86
Registered Nurse III	22.46
Registered Nurse III, Anesthetist	22.46

Registered Nurse IV	25.08
Information and Arts Occupations	
Audiovisual Librarian	15.32
Exhibits Specialist I	14.54
Exhibits Specialist II	17.70
Exhibits Specialist III	21.59
Illustrator I	14.54
Illustrator II	17.70
Illustrator III	21.59
Librarian	16.19
Library Technician	10.72
Photographer I	12.45
Photographer II	14.54
Photographer III	17.70
Photographer IV	21.59
Photographer V	26.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.50
Counter Attendant	6.50
Dry Cleaner	8.67
Finisher, Flatwork, Machine	6.50
Presser, Hand	6.50
Presser, Machine, Drycleaning	6.50
Presser, Machine, Shirts	6.50
Presser, Machine, Wearing Apparel, Laundry	6.50
Sewing Machine Operator	8.82
Tailor	9.31
Washer, Machine	6.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.33
Tool and Die Maker	17.32
Material Handling and Packing Occupations	
Forklift Operator	11.32
Fuel Distribution System Operator	12.84
Material Coordinator	14.01
Material Expediter	14.01
Material Handling Laborer	10.15
Order Filler	10.28
Production Line Worker (Food Processing)	11.32
Shipping Packer	10.58
Shipping/Receiving Clerk	10.58
Stock Clerk (Shelf Stocker; Store Worker II)	11.32
Store Worker I	8.95
Tools and Parts Attendant	11.32
Warehouse Specialist	11.32

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	15.86
Aircraft Mechanic Helper	11.89
Aircraft Quality Control Inspector	16.49
Aircraft Servicer	13.64
Aircraft Worker	14.43
Appliance Mechanic	15.23
Bicycle Repairer	12.41
Cable Splicer	15.86
Carpenter, Maintenance	15.23
Carpet Layer	14.43
Electrician, Maintenance	15.86
Electronics Technician, Maintenance I	11.68
Electronics Technician, Maintenance II	18.34
Electronics Technician, Maintenance III	19.87
Fabric Worker	13.64
Fire Alarm System Mechanic	15.86
Fire Extinguisher Repairer	12.84
Fuel Distribution System Mechanic	15.86
General Maintenance Worker	13.99
Heating, Refrigeration and Air Conditioning Mechanic	15.86
Heavy Equipment Mechanic	15.86
Heavy Equipment Operator	15.86
Instrument Mechanic	15.86
Laborer	6.58
Locksmith	15.23
Machinery Maintenance Mechanic	15.95
Machinist, Maintenance	15.86
Maintenance Trades Helper	11.89
Millwright	15.86
Office Appliance Repairer	15.23
Painter, Aircraft	15.23
Painter, Maintenance	15.23
Pipefitter, Maintenance	15.86
Plumber, Maintenance	15.23
Pneudraulic Systems Mechanic	15.86
Rigger	15.86
Scale Mechanic	14.43
Sheet-Metal Worker, Maintenance	15.86
Small Engine Mechanic	14.43
Telecommunication Mechanic I	15.86
Telecommunication Mechanic II	16.49
Telephone Lineman	15.86
Welder, Combination, Maintenance	15.86
Well Driller	15.86
Woodcraft Worker	15.86
Woodworker	12.84

Miscellaneous Occupations

Animal Caretaker	7.74
Carnival Equipment Operator	8.35
Carnival Equipment Repairer	8.94
Carnival Worker	6.58
Cashier	7.27
Desk Clerk	8.85
Embalmer	15.82
Lifeguard	7.90
Mortician	15.82
Park Attendant (Aide)	9.85
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.90
Recreation Specialist	12.24
Recycling Worker	8.33
Sales Clerk	7.90
School Crossing Guard (Crosswalk Attendant)	6.58
Sport Official	7.90
Survey Party Chief (Chief of Party)	13.48
Surveying Aide	8.57
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.95
Swimming Pool Operator	10.08
Vending Machine Attendant	8.33
Vending Machine Repairer	10.08
Vending Machine Repairer Helper	8.33

Personal Needs Occupations

Child Care Attendant	8.85
Child Care Center Clerk	11.05
Chore Aid	5.99
Homemaker	12.24

Plant and System Operation Occupations

Boiler Tender	15.86
Sewage Plant Operator	15.23
Stationary Engineer	15.86
Ventilation Equipment Tender	11.89
Water Treatment Plant Operator	15.23

Protective Service Occupations

Alarm Monitor	9.82
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	6.13
Guard II	9.82
Police Officer	21.39

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.71
Hatch Tender	13.71
Line Handler	13.71
Stevedore I	12.92
Stevedore II	14.45

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.77
Archeological Technician II	14.28
Archeological Technician III	17.70
Cartographic Technician	17.70
Civil Engineering Technician	17.70
Computer Based Training (CBT) Specialist/ Instructor	19.33
Drafter I	9.32
Drafter II	12.45
Drafter III	14.54
Drafter IV	17.70
Engineering Technician I	9.82
Engineering Technician II	11.99
Engineering Technician III	14.47
Engineering Technician IV	18.42
Engineering Technician V	20.27
Engineering Technician VI	23.23
Environmental Technician	16.89
Flight Simulator/Instructor (Pilot)	22.93
Graphic Artist	19.33
Instructor	17.05
Laboratory Technician	14.06
Mathematical Technician	18.42
Paralegal/Legal Assistant I	12.25
Paralegal/Legal Assistant II	14.58
Paralegal/Legal Assistant III	16.19
Paralegal/Legal Assistant IV	22.14
Photooptics Technician	18.42
Technical Writer	22.80
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.06
Weather Observer, Senior (3)	15.62
Weather Observer, Upper Air (3)	14.06

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.50
Parking and Lot Attendant	7.64
Shuttle Bus Driver	7.64
Taxi Driver	6.80
Truckdriver, Heavy Truck	15.99
Truckdriver, Light Truck	7.64
Truckdriver, Medium Truck	13.50
Truckdriver, Tractor-Trailer	15.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.